

California CASA Programs

2003 Report



ADMINISTRATIVE OFFICE
OF THE COURTS
CENTER FOR FAMILIES, CHILDREN
& THE COURTS

September 2004

California CASA Programs 2003 Report

Introduction

A Court Appointed Special Advocate (CASA) is a trained volunteer who is appointed by a judge, commissioner, referee, or other bench officer to provide one-on-one advocacy for a child who is under the jurisdiction of the courts due to abuse, neglect, or abandonment. These volunteers spend time with children, ensure that court-ordered services are provided, attend court hearings with or without the children, and provide child-focused recommendations to the court based on the best interests of children.

CASA programs were first implemented in 1977 in Washington State; in 1978 the first CASA program in California began providing services to children. In 1988, legislation amended the Welfare and Institutions Code (§ 100 et seq.) to require the Judicial Council to establish guidelines encouraging the development of local CASA programs. As a result, the Judicial Council established rule 1424 of the California Rules of Court, which contains mandated requirements that programs must comply with in order to receive Judicial Council funding. The Judicial Council works closely with the California CASA Association to ensure that programs are in compliance with both rule 1424 and national CASA standards.

There are now 40 local CASA programs providing services in 41 of California's 58 counties. In 2003, California CASA programs served about 8,968 children¹: approximately 4,705 CASA volunteers donated 680,306² hours to advocate for 8,614³ of those children and program staff served 354 children. Approximately 7 percent of children statewide under the protection of the state's child welfare system are served by CASAs.

Findings Summary

Findings reported here are those of the California respondents to the 2003 Local Program Survey administered by the National CASA Association (NCASAA).⁴

- The median age of responding programs was **10 years**. Program age ranged from 1 to 25 years old.

¹ Three of the responding 37 programs overreported the number of children served due to data collection difficulties; the total number of children overreported may have been as high as 500. More reliable statistics were not available at the time of this report. Efforts are currently underway to improve the accuracy of data collected in the future.

² The number of volunteer hours should be viewed cautiously since there has been no standardized method thus far for collecting volunteer hours data in California.

³ See note 1.

⁴ The data in this report may vary from the data submitted to national CASA; the Judicial Council contacted counties that submitted erroneous data, or no data, and worked with those counties to make necessary revisions.

- Approximately **4,705 volunteers** served children in 2003.
- Approximately **8,968 children** were served by California CASA programs in 2003; of those 8,968 children, 8,614 were served exclusively by volunteers.
- More than **680,306 total hours** were donated by volunteers to serve California children.

Program Revenues

Median program revenue in 2003 totaled \$271,017.

Cost per Child

The median cost per child for all programs was \$2,035.

Snapshot of a Typical California CASA Program

(n = 37 programs, 93% of all California programs)

10 years old

5 program staff or 4.25 FTE

108 volunteers

Average of 145 hours donated annually per volunteer

159 children served

\$271,017 total revenue

*Data represent median numbers except for hours donated

Program Resources

Program Age

The median age of responding programs in 2003 was 10 years; program age ranged from 1 to 25 years old. Thirty-seven percent of the programs in California began serving children over 10 years ago.

Program Revenue

Median total revenue for all programs in 2003 was \$271,017; 11 percent higher than in 2002. There was a 33 percent increase in total program revenue over the previous year.

Sixty-two percent of responding programs reported revenue increases since 2002, 11 percent reported constant revenue, and 27 percent reported revenue decreases from the prior year.

Statewide, total program revenue varied by region. Median total revenues for the three program areas were: Bay Area/Northern Coastal, \$301,411, Northern/Central, \$164,406, and Southern, \$529,418.

Cost per Child

The overall median cost per child of \$2,035 in 2003 is 42 percent higher than in 2002; a review of the data suggests several reasons for the increase. First, total program expenses in 2003 surpassed the 2002

total by approximately 30 percent, while number of children served increased by only 3 percent⁵. Second, not all 2002 survey respondents answered questions regarding total program expenses (30 out of 34 respondents); therefore the cost per child could not be calculated for these programs. It is not known how the missing data from these 4 respondents would have affected the cost per child for all programs in 2002. Lastly, cost per child has previously been calculated using *fiscal* year data and *calendar* year data; it is unknown how the varying time frames affected the accuracy of the previous calculations.⁶ A summary of the 2003 data is described below:

Table 1. 2003 Median dollar amounts for total expenses and costs per child (n = 37)

Type of area served	Total expenses	Cost per child served
Bay Area/Northern Coastal	\$297,979	\$2,092
Northern/Central	\$157,688	\$2,087
Southern	\$447,445	\$2,004
All programs	\$239,408	\$2,035

Funding Sources

The most common program revenue sources were “other fundraising events,” “individual donors,” “in-kind donations of goods and services,” “state,” “foundation grants,” “court,” “corporate contributions,” and “county.” The highest median amounts contributed were often generated from the most common donors. Regarding federal contributions: although median revenue levels were lower than the most common revenue sources, federal grants were broken down into a wider range of categories than in the previous year.

Public

Median funding levels for court and county resources increased during 2003 (Table 2). Other public funding levels, such as those of NCASAA, also rose dramatically.

Private

Individual donors, foundation grants, and corporate contributions remained strong funding sources for California CASA programs. The percentage of programs receiving funding from individual donors was constant from 2002 to 2003, although the median funding level decreased. In 2003, slightly more programs received funding from foundations than in 2002, and the median amount received from foundations rose significantly. In contrast, more programs received corporate contributions than in 2002, but the median award level dropped substantially.

⁵ A review of the 2002 data shows that, several of the respondents overreported the number of children served due to data collection difficulties; the number of children overreported may have been as high as 400. Therefore, the 3 percent increase in 2003 in number of children served over 2002 is lower than in actuality; a more reliable estimate of the 2003 increase is 8 percent.

⁶ In August 2004, the Judicial Council collected data for cost per child for the 2003–04 fiscal year and used a slightly different method of analysis — *actual* expenses and number of children served from the same time period; the results will be available in October 2004.

Also noteworthy were contributions made by “community service organizations and clubs”; the number of programs receiving such assistance increased slightly, though the median funding amount increased dramatically.

Fundraising

Median revenue levels for unspecified fundraising events increased considerably over 2002.

Fundraising events included “Kids Day,” dinners, luncheons, box lunches for businesses, live and silent auctions, raffles, CASA Golf Classic, and “Celebration Parties” hosted in private homes and businesses. Many of these fundraisers attracted from hundreds to thousands of people; local press contributed to their success and helped build CASA name recognition.

Table 2. Detail of funding sources, median funding amounts and changes from 2002 (n=37)

Funding source	Percent of programs	Percent change from 2002	Median funding amount	Percent change from 2002
Public				
Court	65%	– 4%	\$49,521	+ 29%
State	68%	0%	\$47,000	– 7%
County	57%	– 8%	\$50,000	+ 52%
City	19%	– 41%	\$12,000	– 8%
Federal (other)	8%	– 67%	\$25,000	– 38%
NCASAA grant	32%	– 9%	\$40,000	+ 57%
CDBG (federal money)	16%	n/a	\$44,353	n/a
Title IV-E (federal money)	3%	0%	\$60,000	+100%
TANF (federal money)	3%	n/a	\$4,035	n/a
Private				
Corporate contributions	57%	+ 21%	\$10,000	– 50%
United Way	43%	– 23%	\$9,681	– 3%
Foundation grants	65%	+ 10%	\$73,063	+ 51%
Individual donors	76%	0%	\$16,550	– 11%
Community service organizations/clubs	46%	+ 5%	\$6,498	+ 160%
In-kind donations (goods and services)	73%	+ 12%	\$25,000	+ 16%
Kappa Alpha Theta	19%	– 34%	\$2,500	+ 95%
Church donations	22%	– 15%	\$3,372	+ 64%
Fundraising				
Light of Hope	16%	– 11%	\$11,050	– 14%
CASA Playhouse	3%	n/a	\$182,771	n/a
Membership dues	3%	0%	\$4,458	+ 272%
Other fundraising events	78%	– 5%	\$50,000	+ 39%
Product sales	35%	– 21%	\$2,820	– 37%
Other sources	46%	– 8%	\$10,709	– 19%
Median Total Revenue	100%	n/a	\$271,017	+11%

Note: All California CASA programs received Judicial Council funding in 2003. At the time of this survey, a standard category had not been identified to reflect this revenue source. Most counties included Judicial Council funding under either the “court” or “state” category.

CASA Staff

Number of Positions

CASA programs reported a median of 5 staff persons: typically 4 full-time positions and 1 part-time position. Programs also reported a median of 4.25 total FTE.

Thirty-two percent of programs gained staff positions in 2003, 57 percent reported no change, and 11 percent reported losing positions.

Demographics

In 2003, 88 percent of all CASA program staff were female; 12 percent were male. Racial/ethnic demographics are shown below:

Table 3. Percentage of all staff, volunteers, and children served in each racial/ethnic group

Race/ethnicity	Percent in each racial/ethnic group		
	Staff	Volunteers	Children Served
African American	7%	5%	18%
Asian/Pacific Islander	4%	3%	1%
Caucasian	68%	67%	31%
Latino	16%	8%	25%
Native American	2%	2%	2%
Bi-racial	1%	1%	5%
Other	1%	2%	2%
Unknown	—	13%	14%
Statewide Totals	275	4705	8968

Fifty-three percent of children served by volunteers in 2003 were children of color, predominantly Latino (25 percent) and African American (18 percent). As seen in Table 3, racial/ethnic disparities between staff, volunteers, and children continue—particularly for African-American and Latino children served. Programs made moderate improvements over 2002 in two categories: the gap between Latino staff and Latino children served was somewhat narrowed, and parity was achieved between Native-American staff, volunteers, and children.

Executive Director Position

Hours. The median number of hours worked for all programs and in all program regions was 40 per week.

Salary. The median executive director's salary, when adjusted for full-time equivalent status, was \$51,984 per year. The salary medians in 2003 are below:

Table 4. Annual median salaries based on one full-time equivalent by program region for 2003

Type of Area	Executive Director
Bay Area/Northern Coastal (n = 13)	\$60,060
Northern/Central (n = 15)	\$45,000
Southern (n = 9)	\$60,000
All programs	\$51,984

Benefits. In 2003, 84 percent of responding programs provided benefits to the executive director and 16 percent did not.

Table 5. Number of executive directors receiving benefits by benefit type and program region for 2003

Benefit Type	Executive Director			
	Bay Area/ Northern Coastal (n = 13)	Northern/ Central (n = 15)	Southern (n = 9)	All programs (n = 37)
Health	11	11	7	29
Dental	9	7	3	19
Retirement	6	5	3	14
Other	4	2	4	10
None	1	4	1	6

Volunteer Coordinators

Hours. The median number of hours worked for all programs and in all program regions was 40 per week.

Number of Volunteer Coordinators per Program. In 2003, 86 percent of all responding programs had a volunteer coordinator; the median number of volunteer coordinators per program was 2. Fourteen percent of all programs did not have a volunteer coordinator position.

Salary. The median volunteer coordinator's salary, when adjusted for full-time equivalent status, was \$32,136 per year (Table 6), slightly higher than 2002.

Table 6. Annual median salaries based on one full-time equivalent by program region for 2003

Type of Area	Volunteer Coordinator
Bay Area/Northern Coastal (n = 13)	\$35,360
Northern/Central (n = 13)*	\$29,120
Southern (n = 9)	\$32,760
All Programs	\$32,136

* Two of the 15 responding Northern/Central counties did not have a volunteer coordinator at the time of this survey.

Benefits. Seventy-seven percent of volunteer coordinator positions statewide came with benefits.

Table 7. Volunteer coordinators receiving benefits by benefit type and program region for 2003

Benefit Type	Volunteer Coordinator			
	Bay Area/ Northern Coastal (n = 13)	Northern/ Central (n = 13)*	Southern (n = 9)	All (n = 35)
Health	10	8	7	25
Dental	8	4	3	15
Retirement	5	2	3	9
Other	4	0	4	8
None	2	5	1	8

* Two of the 15 responding Northern/Central counties did not have a volunteer coordinator at the time of this survey.

The following summarizes the total compensation package by program region for executive directors and volunteer coordinators:

Bay Area/North Coast: 86 percent of executive directors with salaries at or above the median received benefits while 100 percent of volunteer coordinators with salaries at or above the median received benefits; 100 percent of executive directors with salaries below the median received benefits and 67 percent of volunteer coordinators with salaries below the median received benefits.

North/Central: 63 percent of executive directors with salaries at or above the median received benefits while 57 percent of volunteer coordinators with salaries at or above the median received benefits; 86 percent of executive directors with salaries below the median received benefits and 67 percent of volunteer coordinators with salaries below the median received benefits.

Southern: 100 percent of executive directors and volunteer coordinators with salaries at or above the median received benefits; 75 percent of executive directors and volunteer coordinators with salaries below the median received benefits.

CASA Volunteers

Number of Volunteers and Hours Contributed

Responding programs reported an overall median of 108 volunteers actively serving cases. There was a median of 108 volunteers in Bay Area/Northern Coastal programs, 51 volunteers in Northern/Central programs, and 116 volunteers in Southern programs. Many of the programs in the Northern/Central region are small rural counties with low general populations, and therefore, low dependency populations.

More than 680,306 hours were donated by volunteers to serve children in 2003. Each volunteer contributed an average of 145 hours. As previously mentioned, the number of volunteer hours should be viewed cautiously since there has been no standardized method thus far for collecting such data.

Demographics

Where sex was reported, 82 percent of volunteers were women and 18 percent were men. The race/ethnicity breakdowns were similar to those for CASA staff (Table 3, page 5); 67 percent were Caucasian, followed by Latino (8 percent), African American (5 percent), Asian (3 percent), Native American (2 percent), Other (2 percent), and Bi-racial (1 percent). Race/ethnicity was unknown for 13 percent of volunteers (many volunteers declined to state their race/ethnicity).

Volunteer age breakdowns were as follows: 12 percent were under 30; 15 percent were 30 to 39; 19 percent were 40 to 49; 24 percent were 50 to 59; 21 percent were 60 and older. Age data for 9 percent of volunteers was unknown.

Children Served

Number Served

In 2003, CASA programs served a median of 159 children. One-fourth of programs served 56 or fewer children while one-fourth served more than 356 children. Medians differed by type of area served: 159 children were served in the Bay Area/Northern Coast regions, 56 in Northern/Central regions, and 265 in the Southern region. Typically, the ratio between volunteers and children is one-to-one. Some volunteers may choose to serve more than one child at a time or to serve a sibling group. However, the general practice in California is a one-to-one model.

In addition to volunteers, 50 percent of programs had staff serving children; the median number of children served by staff was 13 per program. Programs use staff to serve children without volunteers for a variety of reasons. Most commonly, staff will monitor children on a wait list and begin the process of ensuring that necessary services are in place, attend any court hearings for those children on a wait list, and/or act as an educational surrogate. In addition, some programs receive grant money for specific projects that necessitate close staff interaction with children receiving project-related or funded services.

Case Types Served

In addition to child abuse and neglect cases, 19 programs served other types of cases: 15 programs served children in delinquency proceedings; 3 programs served children in divorce custody cases; 1 program served children in probate; 1 program served children in mediation cases; and 3 programs served children in other non-case type ways such as supervised visitation, courtesy supervision, and guardianship reviews.

Outcomes at Case Closure

The following table describes the most common outcomes for children at case closure in 2003.

Table 8. Most common outcomes at case closure in 2003 (n = 2,791)

Outcome at Case Closure	Percentage of children whose cases closed
Returned to family	25%
Adopted	11%
Child aged out of system	9%
Other (long-term foster care)	8%
Other (need for CASA met/CASA resigned)	8%
Placed with legal guardians	7%

Children’s Demographics

In 2003 the sex of children served by the programs was evenly divided between boys and girls (50/50).

Child ethnicity is as follows (demographics comparing child race/ethnicity to volunteers and program staff is on page 5, table 3):

Figure 1. Race/Ethnicity of Children in 2003 (n = 8968)

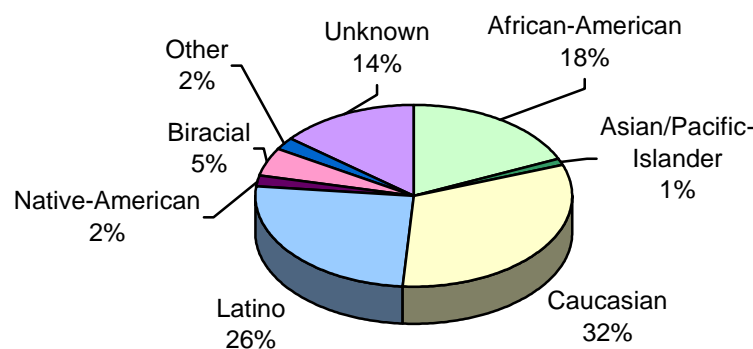
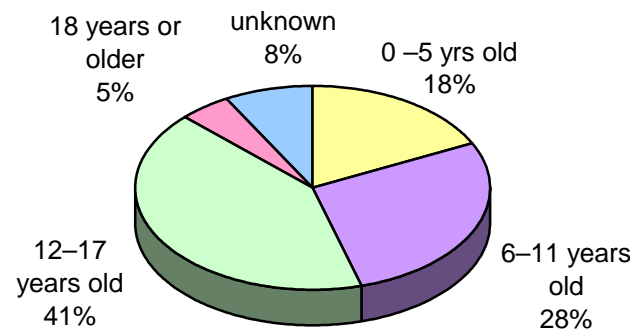


Figure 2 shows the age breakdown of children served.

Figure 2. Ages of Children Served (n = 8968)



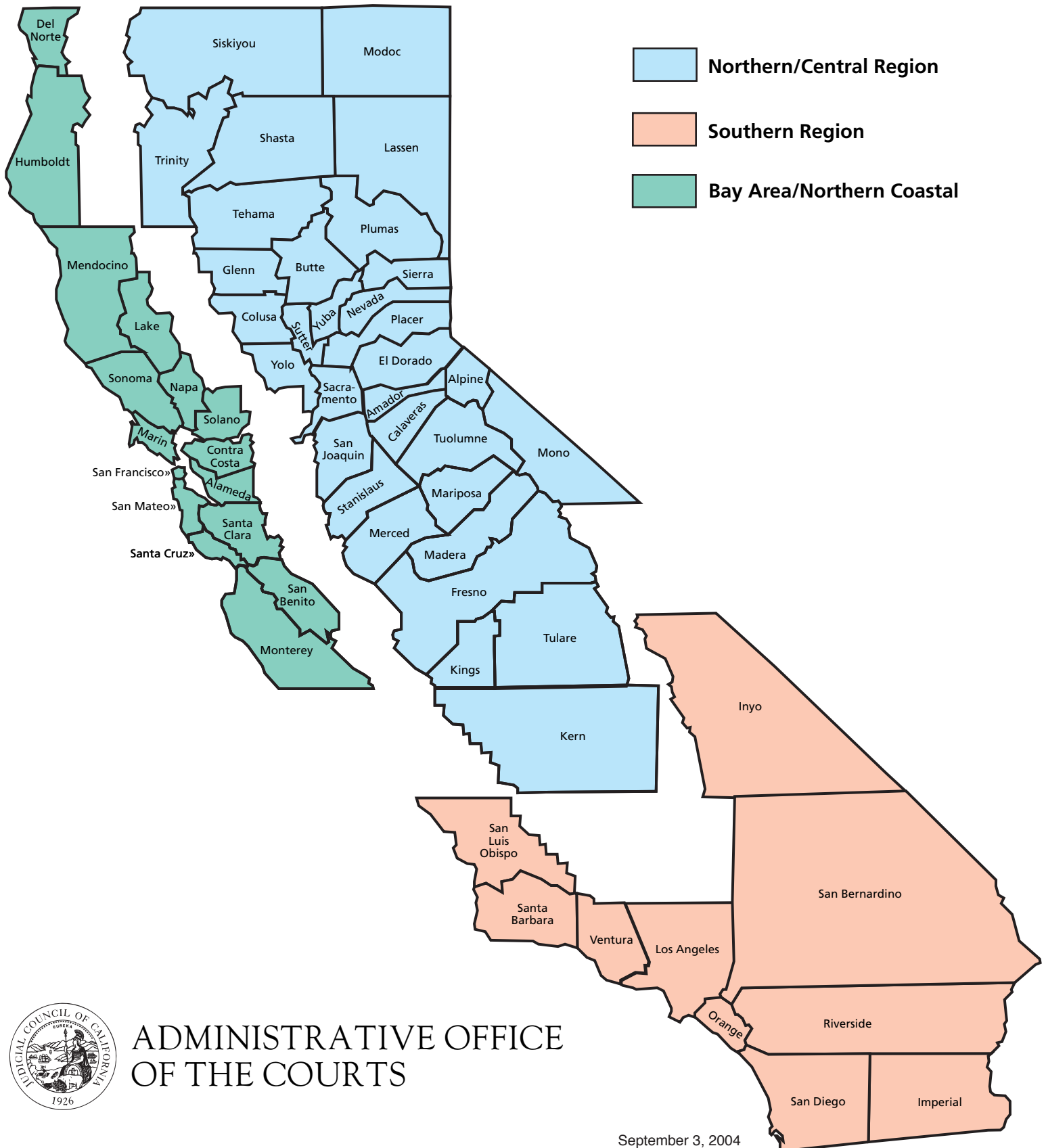
Appendix 1

Program respondents included in data set, 2003 (n = 37).

County	Program Name
Alameda	Alameda County CASA Program
Amador	Amador-Tuolumne Community Actions Agency/Amador County CASA Program
Butte	CASA of Butte County
Contra Costa	CASA of Contra Costa County
Del Norte	CASA of Del Norte
El Dorado	CASA El Dorado
Fresno	CASA of Fresno County
Humboldt	CASA of Humboldt
Imperial	CASA of Imperial County
Kern	CASA of Kern County
Lassen	Lassen Family Services/Lassen County CASA Program
Los Angeles	CASA of Los Angeles
Marin	Marin Advocates/Marin CASA Program
Mendocino	CASA of Mendocino County
Merced	Child Advocates of Merced County
Modoc	T.E.A.C.H./Modoc CASA Program
Monterey	CASA of Monterey County
Napa	Volunteer Center of Napa Valley/CASA of Napa County
Nevada	Child Advocates of Nevada County
Orange	CASA of Orange County, Inc.
Plumas	Plumas Crisis Intervention and Resource Center/Plumas County CASA
Riverside	CASA for Riverside County, Inc.
Sacramento	Sacramento CASA Program, Inc.
San Bernardino	Child Advocates of San Bernardino County
San Diego	Voices for Children, Inc./San Diego CASA
San Francisco	San Francisco CASA Program
San Joaquin	San Joaquin CASA Program
San Luis Obispo	Voices for Children, Inc./CASA of San Luis Obispo County
Santa Barbara	CASA of Santa Barbara County
Santa Clara/San Mateo	Child Advocates of Santa Clara and San Mateo Counties
Santa Cruz	CASA of Santa Cruz County
Solano	Solano County CASA
Sonoma	CASA of Sonoma County
Stanislaus	CASA of Stanislaus County
Tulare	CASA of Tulare County
Ventura	Interface/CASA of Ventura County
Yolo	Yolo County CASA

Note: CASA programs in Mariposa, Placer, and Siskiyou Counties were excluded from this report because they were developmental or transitional programs and there was insufficient data to report.

Regional Offices



ADMINISTRATIVE OFFICE
OF THE COURTS

September 3, 2004

Appendix 3 Methodology

This report summarizes data collected by 37 of California's 40 CASA programs as part of the National CASA Association's 2003 Annual Survey; the data discussed represents those 37 programs that responded to the survey, unless otherwise noted. All tables and charts note the number of respondents (n = xx) for the data represented. As previously mentioned, the data in this report may vary from the data submitted to national CASA due to follow-up efforts with the counties regarding erroneous or no data submitted; in these instances, data errors were largely corrected and the corrected data is reflected in this report. Three programs are excluded from this report as they were in developmental or transitional stages in 2003 and therefore had insufficient data to report.

Medians⁷ are used in this report to reflect data submitted; the exception related to hours donated, for which case averages were used.

Program areas are aligned with the Administrative Office of the Courts designated regions: Bay Area/Northern Coastal, Northern/Central, and Southern (see Appendix 2).

Cases

The number of cases is a difficult statistic to track accurately in California due to varying local practice with respect to filing dependency petitions for sibling groups. Of the 41 California counties with CASA programs, 27 (66 percent) assign one case number per child, 9 (22 percent) assign one case number per sibling group, and 5 (12 percent) assign a single case number depending on whether the children enter the system together and whether the shared parent is a mother or father. Therefore, there is not a one-to-one correlation between number of dependency cases and number of dependent children. Given the difficulty in accurately tracking the number of cases, the data was omitted from this report.

Children served

Demographics for number of children served include those children who were served by both volunteers and program staff. A total of 8,968 children were served by CASA programs in 2003.

Types of volunteers

In addition to the traditional role of CASA, several programs provide additional volunteer opportunities for assisting children. Instead of (or in addition to) serving as a CASA, a volunteer may serve as a Court-Appointed Special Monitor (CASM) or an educational surrogate. All three of these volunteer roles include spending time with the child and submitting court reports.⁸ Volunteer demographics include all types of volunteers (as defined below) who spent time with children and submitted court reports. In this report, the references "CASAs," "volunteers," and "advocates," include all three categories mentioned here.

⁷ Medians represent the midpoint in values; half of the values are higher than the median while half are lower. Using medians in place of averages eliminates the skewing of data by a small number of programs that might be significantly different from the others, especially when the total number of programs is low.

⁸ Some educational surrogates submit reports to the court and others submit reports only to the Individualized Education Program (IEP), depending on individual program practice.

- **CASA volunteers** spend time with children of all ages, ensure that court-ordered services are provided, attend court hearings with or without the children, and provide child-focused recommendations to the court based on the best interests of the child.
- **CASM volunteers** have the same function as CASAs, except that they serve children already placed in long-term foster care. CASMs may not spend as much time with the children assigned to them as do CASAs.
- **Educational Surrogates** undergo the same training as CASAs and often act as educational surrogates in addition to their roles as CASAs or CASMs. Educational surrogates ensure that schools are aware of, and address, the children's educational needs as identified in IEPs. This role does not require that the volunteer spend as much time with the child as do CASAs.

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